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This report of the findings of a survey of a sample of 1,073 resident institutions which provide nursing or personal care to the aged or chronically ill emphasizes employee work experience, special training, and wages. The median total experience for all nursing and professional employees in the type of job held at the time of the survey was 4.1 years with a high of 11.1 for registered nurses and a low of 2.5 years for nurse aides. Almost half of the employees had no experience prior to their current jobs. Two of every five employees, but only 11 percent of the professional staff other than nurses, had been in their jobs less than 1 year. The turnover rate was highest for proprietary and least for government facilities. The best attended special courses were those treating nursing care of the aged and almost as well attended were those on mental or social problems of the aged or chronically ill, physical therapy or rehabilitation, and nutrition or food services. The median weekly salary was $48, ranging from a low of $44 for nurse aides to $87.00 for registered nurses and $89 for other professionals. In general, wages were related to length of work experience. The survey instruments and related information are included. (JK)

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VITAL and HEALTH STATISTICS

DATA FROM THE NATIONAL HEALTH SURVEY

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NATIONAL CENTER For HEALTH STATISTICS Series 12 Number 6

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Number, Work Experience, Special Training, and Wages

United States - May - June 1964

U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Public Health Service

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NATIONAL CENTER For HEALTH STATISTICS | Series 12 Number 6

VITAL and HEALTH STATISTICS
DATA FROM THE NATIONAL HEALTH SURVEY

Employees in Nursing and Personal Care Homes:

Number, Work Experience, Special Training, and Wages

United States- May-June 1964

Statistics on the number and types of employees and their total work experience in nursing and personal care homes and hospitals, length of current employment, special training, and wages. Based on data collected from employees of nursing and personal care homes during the period May-June 1964.

Washington, D.C. January 1967

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Under the legislation establishing the National Health Survey, the Public Health Service is authorized to use, insofar as possible, the services or facilities of other Federal, State, or private agencies.

In accordance with specifications established by the National Center for Health Statistics, the Bureau of the Census, under a contractual arrangement, participated in planning the survey and collecting the data.

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CONTENTS

	Page
Introduction	1
Background	1
General Survey Design and Qualifications	1
Number and Types of Employees	2
Number of Homes and Residents	3
Work Experience and Special Training	3
Work Experience	3
Special Training	6
Length of Current Employment	8
Wages	9
References	12
Detailed Tables	13
Appendix I. Technical Notes on Methods	21
Survey Design	21
General Qualifications	23
Appendix II.	
A. Definitions of Certain Terms Used in This Report	28
Terms Relating to Staff	28
Terms Relating to Homes or Residents	28
B. Classification of Homes by Type of Service	29
Appendix III. Forms and Questionnaires	30

IN THIS REPORT employees of nursing and personal care homes are described in terms of their work experience in hospitals, nursing homes, and related facilities; special courses taken that relate to the care of the aged or chronically ill; and wages paid for a standard 40-hour week. These data, which are based on a sample survey conducted during May-June 1964, provide a general picture of the levels of skill attained by employees and of turnover in personnel.

Of the 176,000 employees classified as nurses, nurse's aides, and other professionals, about one-fifth had less than 1 year of total experience and more than one-half had worked less than 5 years. Of the several job categories studied, registered nurses (RN's) had the most experience and nurse's aides had the least—medians of 11.1 and 2.5 years, respectively. Relatively few of the employees had taken a formal course under college sponsorship. The proportion was somewhat higher for short courses, institutes, and workshops. For example, about 19 percent of the RN's had taken a short course in nursing care of the aged in comparison with 5 percent who had taken such a course under college sponsorship.

There appeared to be a high turnover rate among employees. Nearly 4 out of every 10 persons had been in their current job for less than 1 year, and the median was only 1.7 years. Employees with previous experience had been in their current job 1.4 years on the average as compared with their median total work experience of 7.4 years.

Income was obtained in the survey for an estimated 255,200 employees working 15 hours or more per week which included all personnel except administrators and members of religious orders. The estimated median wages for a standard 40-hour week was $48. The lowest wages were paid to nurse's aides and the highest to other professional—with medians of $44 and $89 per week, respectively.

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EMPLOYEES IN NURSING AND PERSONAL CARE HOMES

NUMBER, WORK EXPERIENCE, SPECIAL TRAINING, WAGES

Carl A. Taube, and E. Earl Bryant

INTRODUCTION

Background

The Division of Health Records Statistics, in cooperation with the U.S. Bureau of the Census, has conducted two national surveys of resident institutions which provide nursing or personal care to the aged or chronically ill. These surveys have been designated as Resident Places Survey 1 and 2, or RPS-1 and RPS-2. RPS-1 was conducted during the spring of 1963 to collect statistics on such things as the establishments' admission policies, charges for care, numbers of admissions and discharges, and, in very general terms, the health characteristics of residents or patients in the institutions. In addition to nursing and personal care homes, RPS-1 included mental hospitals, chronic disease and geriatric hospitals, and units of general hospitals which primarily provide care to the aged and chronically ill. Several reports on the results of RPS-1 have been published.[1-4]

RPS-2, the survey on which this report is based, was conducted during May and June 1964. The scope of RPS-2 was not as broad as that of RPS-1 in that all hospitals except geriatric were excluded; however, the statistics collected were more comprehensive and covered more subjects. Detailed information was obtained about the establishment itself, the residents, and the employees. The questionnaires included such topics as the availability of physicians' and dentists' services; bed capacity; number of discharges; personal, demographic, and health characteristics of residents, including the prevalence of chronic diseases and impairments; and certain items of information about employees. This is the second report to be published on the findings of RPS-2. The first report provided data on the number and types of employees in nursing and personal care homes by age and sex, hours worked per week, and the ratio of residents to employees.[5] The primary emphasis in this report is on work experience of the employees, special training relating to care of the aged and chronically ill, and wages. Subsequent reports will present other data collected in RPS-2.

General Survey Design and Qualifications

The scope of RPS-2 included the class of resident institutions generally referred to as nursing homes and related facilities and, in addition, geriatric hospitals. To be included in the universe (sampling frame), such establishments must have maintained at least three beds and routinely provided some level of nursing or personal care. Thus, a home providing only room and board to its residents was not eligible for the survey, even if it were a home for the aged.

The sampling frame for RPS-2 consisted of two lists: (1) the Master Facility Inventory (MFI), which contained the names and addresses of about 90-95 percent of the nursing and personal care homes in the United States; and (2) an area sample list composed of a probability sample of places within the scope of RPS-2 but not included in the MFI. This second list was derived from a procedure called the Complement Survey, which is

based on a complete canvass of small segments of the United States. A detailed description of the Master Facility Inventory and the Complement Survey has been published.[6] Further discussion of the sampling frame for RPS-2 appears in Appendix I of this report.

The estimates presented in this report are based on a two-stage probability design consisting of a sample of 1,073 establishments found to be in operation at the time of the survey, a sample of 11,848 employees who worked 15 hours or more per week in the sample establishments, and a sample of 10,560 residents or patients. Bureau of the Census interviewers made personal visits to each of the homes to select samples of residents and employees and to conduct the survey. Details about the sample design, survey procedures, and other technical notes are given in Appendix I.

Since the estimates derived from the survey are based on a sample rather than on all employees of nursing and personal care homes, the estimates are subject to sampling variability. The sampling errors for most of the estimates shown in the report are relatively small. Caution should be taken, however, in interpretation when the estimate is a small number or when the estimate is a percent based on a small number in the denominator. Tables of approximate sampling errors and illustrations of their use are given in Appendix I.

Definitions of certain terms used in this report may be found in Appendix II. Reference to these definitions is essential to the interpretation of data in the report. Special attention is called to the procedure for classifying establishments; the classification of establishments is based on the type of service provided to residents rather than on what the place may be called or how it may be licensed. Also a review of the questionnaires and related material shown in Appendix III should be helpful in understanding the data.

Number and Types of Employees

At the time of the survey in 1964, there were an estimated 299,900 persons employed in 17,400 nursing and personal care homes in the United States. These employees were serving an estimated 554,000 residents or patients. Of the 299,900 employees, 281,000 were reported as usually working 15 hours or more a week. It is this group on which this report is based. Those working less than 15 hours per week were not within the scope of the survey.

The employees working 15 hours or more were classified by the administrator or some other responsible respondent according to the jobs they performed in the establishment. During the interview, the administrator was given a card listing 16 job categories (see Card B in Appendix III) and was asked, for each employee, the question: "Which of the following job categories best fits the job which this employee does in this establishment?" In general this seems to have been a reliable method of job classification. By comparing the administrator's assignment of certain job categories with those provided independently by the employees themselves, it was found that the correspondence was generally high. This comparison is discussed in Appendix I.

For purposes of analysis, employees are classified into five groups: registered nurses (RN's), licensed practical nurses (LPN's), nurse's aides, other professional, and other nonprofessional employees. None of the groups is completely homogeneous in terms of the level of skill that might be implied by the name of the job category. For example, 1,200 of the 17,400 RN's were graduate nurses who were not registered; 500 of the 20,500 LPN's were reported to be licensed vocational nurses. The term "nurse's aide" refers to a number of different types of jobs; in addition to employees reported in the survey as nurse's aides, the vast majority of the group other supporting nursing staff are included such as student nurses, practical (unlicensed) nurses, and orderlies. Of the 24,300 other professional employees, 20,700 were reported to be administrators or assistant administrators. Of the other job categories which constitute this group there were an estimated 900 dietitians, 800 physicians, 600 occupational therapists, 400 social workers, 300 physical therapists, and 600 other professional or technical employees.

An important fact to consider when interpreting the statistics on the availability of nurses is the number of administrators who also are nurses. In the survey administrators were asked if they performed any other specific jobs in the home in addition to their administrative duties. Over one-third reported that they also worked as an RN, LPN, or as a nurse's aide and 5 percent worked

Table A. Number and percent distribution of nursing and personal care homes, residents, and nursing staff and other professional employees, by type of service according to job category: United States, May-June 1964

Type of service	Homes	Residents	Employees					
			All staff	Nursing staff			Other staff	
				RN	LPN	Nurse's aides[1]	Professional	Nonprofessional
	Number							
All homes----	17,400	554,000	281,000	17,400	20,500	120,600	24,300	98,200
	Percent distribution							
All types----	100	100	100	100	100	100	100	100
Nursing care-----	54	68	75	88	88	82	57	66
Personal care with nursing----	30	26	21	12	9	17	28	28
Personal care----	16	6	4	-	3	2	15	6

[1]Orderlies are counted with nurse's aides.

in some other professional capacity. Details about other jobs performed by administrators are given in another report.[7] In this analysis they are counted only as administrators.

Number of Homes and Residents

In order to better understand the information about employees, it should be helpful to relate the distribution of employees to the number and types of homes in which they work and the number of residents or patients they serve. Such comparative data are shown in table A.

Nursing care homes comprised the majority of several types of institutions and were the largest. On the average, nursing care homes maintained 44 beds as opposed to 31 beds for personal-care-with-nursing homes and 15 beds for personal care homes. This size differential can be seen by comparing the distribution of residents with the distribution of homes (table A).

About 8 out of every 10 homes were operated under proprietary auspices. For the remainder there were about two nonprofit homes for each government operated facility. Eighty-seven percent of the nursing care homes were proprietary in comparison with 82 percent of the personal care homes and 71 percent of the personal-care-with-nursing homes.

WORK EXPERIENCE AND SPECIAL TRAINING

To provide a basis for evaluating employees' training in care of the aged and chronically ill, information was collected on their work experience and on any special education they had received. Since the primary concern was with the training of employees who provide direct patient care, the questionnaire pertaining to total work experience and special education was completed only by nurses, nurse's aides, and other professional employees. Thus nonprofessional employees are not included in this part of the report.

Work Experience

Data on work experience have two important qualifications. They refer only to the type of job held by the employee at the time of the survey

Table B. Median age of nursing staff and other professional employees in nursing and personal care homes, by length of work experience and job category: United States, May-June 1964

Job category	All staff	Length of work experience			
		Under 1 year	1-4 years	5-9 years	10+ years
	Median age				
Registered nurses	49	41	41	46	52
Licensed practical nurses	49	43	40	49	53
Nurse's aides	42	35	41	48	50
Other professional staff	53	49	50	52	55

and are limited to experience in hospitals, nursing homes, homes for the aged, and related facilities. On this basis, the median total experience for all nursing and professional employees was 4.1 years. About one-fifth of the employees had worked less than 1 year, while two-fifths had worked 5 years or more. Distributions of employees by length of work experience are shown in tables 1-3 according to the primary type of service provided, type of ownership of the establishment, age of employees, and job category.

By job category the median length of experience ranged from a high of 11.1 years for RN's to a low of 2.5 years for nurse's aides. For LPN s and other professional staff the median was 7.9 and 8.7 years, respectively.

There is little if any evidence that the employees in one type of home had more experience than those in another type. Although the median length of employment appears to be slightly longer for employees in personal care homes than for employees in nursing care homes, the difference is not statistically significant (table 1). On the other hand, there does seem to be some association between type of ownership and length of experience. The median experience of employees in nonprofit and government-sponsored homes was 4.5 years compared with 3.9 years in proprietary homes (table 2). The primary reason for this difference is that nurse's aides and LPN's had more work experience in government and nonprofit homes than did those in proprietary homes. For RN's the median was 11 years for each type of ownership. Professional employees (other than nurses) in proprietary homes, however, had more experience than those in homes of other types of ownership.

In general, the length of experience in a specified type of job increases with age of the employee (table 3), but relative to the age span, the increase is small. The median years of total work experience ranged from 1.1 years for employees under 25 years of age to 10.2 for those 65 and over. In the intermediate age group 25-64, which contains over 80 percent of the employees, the median length of experience was only about 5 years. Two facts are apparent. Although many of the employees had extensive experience in caring for the aged, a large proportion of them did not. For example, in the age group 45-64, about one-third of the employees had worked less than 3 years in hospitals and nursing homes; the proportion with less than 3 years experience was much higher for nurse's aides than for nurses and other professional personnel. For these latter vocations, however, the proportion was substantial (about 10 to 15 percent).

The second fact to be noted is that a large proportion of the employees were middle age or older; more than half were 45 years or older. As shown in table B, the median age by job category ranged from 42 for nurse's aides to 53 for other professionals; the median age of both RN's and LPN's was 49. The table clearly indicates the mature age at which many of the employees began working in their respective

Table C. Number and percent distribution of nursing staff and other professional employees, by length of current employment according to status of prior experience and job category: United States, May-June 1964

Status of prior experience and job category	Length of current employment					Median years
	All staff	Total	1 year	1-4 years	5+ years	
		Percent distribution				
No prior experience						
All employees	82,000	100	33	44	23	1.8
Registered nurses	2,900	100	33	41	26	2.2
Licensed practical nurses	5,400	100	26	37	37	2.9
Nurse's aides	60,800	100	39	47	14	1.5
Other professional staff	12,900	100	11	37	52	5.4
Prior experience						
All employees	94,000	100	43	40	17	1.4
Registered nurses	14,500	100	37	44	19	1.6
Licensed practical nurses	15,000	100	39	45	16	1.6
Nurse's aides	53,000	100	51	39	10	1.0
Other professional staff	11,400	100	12	37	51	5.1

job categories. For example, the median age of RN's with less than 5 years' experience was 41, and for other professional staff it was about 50.

Almost one-half of the total employees had no work experience prior to their current job. By type of job, the proportion without prior experience was highest for nurse's aides and other professional staff (53 percent) (fig. 1 and table C). Although substantially lower, the proportion of RN's and LPN's with no prior work experience was also high; about one-sixth of the RN's and one-fourth of the LPN's had no previous work experience as nurses in other nursing homes or hospitals. This, of course, does not necessarily mean that people without previous work experience were not just as experienced as those who had worked in other nursing homes or hospitals. It may be seen from table C that about one-fourth of the employees without prior experience had worked 5 years or more in their current jobs. It should be noted, however, that the median years of total work experience was only 1.8 years for employees without prior experience. This compares with 7.4 years of total work ex-

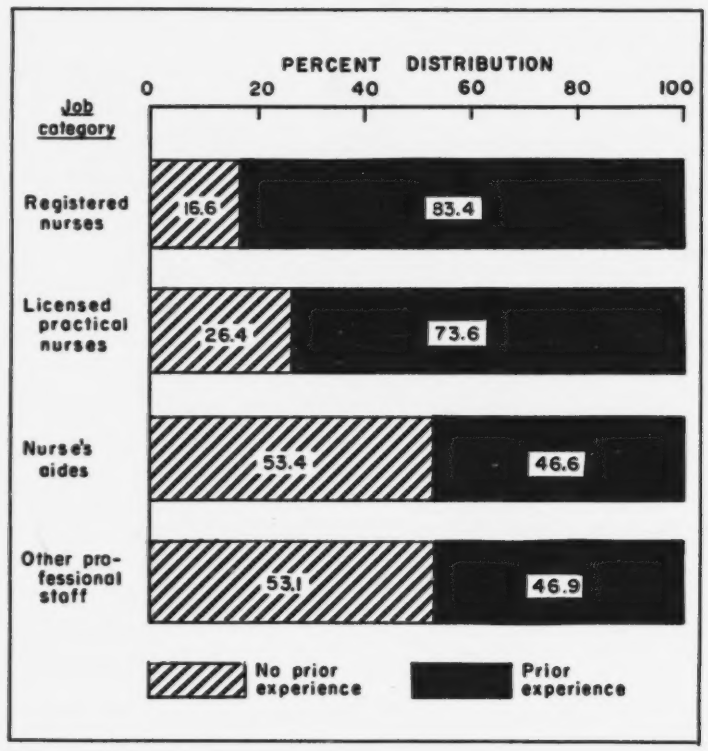

Figure 1. Percent distribution of employees in nursing and personal care homes, by whether they had prior experience in another home or hospital according to job category.

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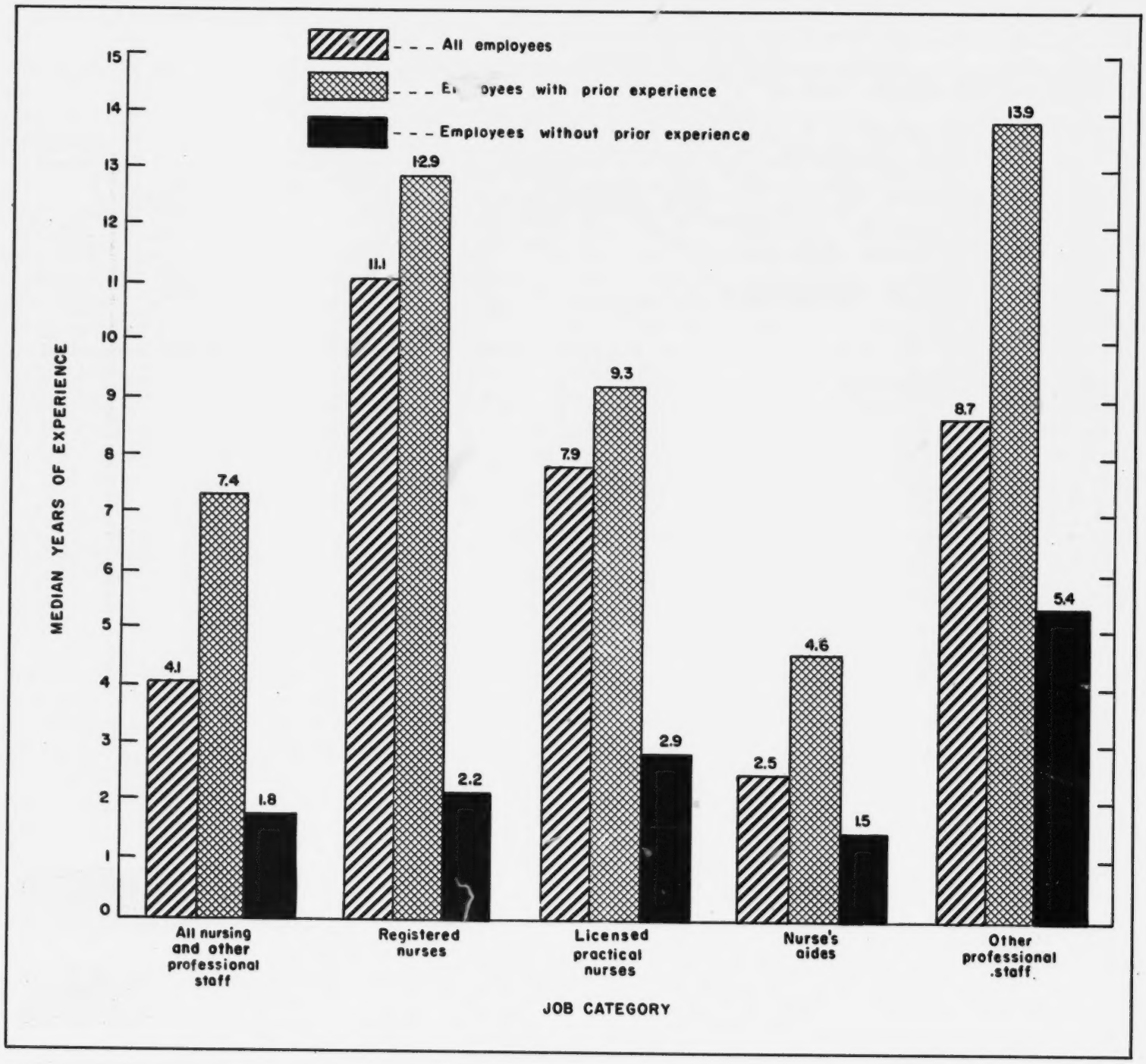

Figure 2. Median years of total work experience in nursing homes, personal care homes, and hospitals, by whether or not employee had prior experience in another home or hospital and job category.

perience for people with previous work experience in another similar or related establishment (fig. 2). Such a comparison for RN's is even more striking, 2.2 years for those without previous experience and 12.9 years for those with previous experience.

Special Training

In addition to information about work experience, nursing staff and other professional employees were asked if they had taken certain courses relating to care of the aged or chronically

Table D. Percent of nursing staff and other professional employees who had attended special courses, by job category and type of course: United States, May-June 1964

Type of course	Job category			
	RN	LPN	Nurse's aide	Other professional staff
	Percent who attended a course			
Nursing home administration				
Accredited course	1.1	0.7	0.3	4.2
Short course, institute, or workshop	6.6	6.2	2.0	22.7
Nursing care of the aged				
Accredited course	5.1	6.1	1.2	4.2
Short course, institute, or workshop	19.2	27.5	17.0	23.1
Medical or dental care for the aged				
Accredited course	2.6	2.0	0.3	1.6
Short course, institute, or workshop	5.7	7.5	2.2	6.9
Mental or social problems of the aged or chronically ill				
Accredited course	4.8	4.3	0.7	4.9
Short course, institute, or workshop	11.9	15.3	4.2	15.9
Physical therapy or rehabilitation				
Accredited course	3.4	3.4	0.3	2.9
Short course, institute, or workshop	12.8	12.7	4.3	16.7
Occupational therapy				
Accredited course	2.5	1.5	0.3	2.2
Short course, institute, or workshop	9.5	8.7	2.3	13.8
Nutrition or food services				
Accredited course	6.3	4.5	0.8	4.7
Short course, institute, or workshop	9.9	13.9	3.1	21.1

ill, including accredited courses sponsored by universities and colleges as well as short courses, institutes, and workshops. The responses to this question are summarized in table D.

Relatively few of the employees had taken any of the specified accredited courses; the proportions ranged from a high of about 6 percent to a low of less than 1 percent for a specific type of course. Short courses, however, were much more frequently attended.

Of the seven types of courses shown in table D, the one for nursing care of the aged was attended by more employees in each job category than any of the others. Nearly one-fifth of the nurse's aides and RN's and one-fourth of the LPN's and other professionals had taken a short course in nursing care of the aged. Almost as well attended were courses in mental or social problems of the aged or chronically ill, physical therapy or rehabilitation, and in nutrition or food services.

Some employees took both an accredited course and a short course in the same subject. As a result they were counted twice for the subject—once for the accredited course and once for the short course. However, only a small proportion of the employees fell in this category. For nursing staff categories the figure varied from 0 to about 0.5 percent; for other professionals it was only slightly larger.

A note of caution in interpreting the data in table D seems advisable since there is some evidence that the question about special education was not always interpreted alike by all respondents. One of the major points of confusion was whether a course taken as part of a degree program in a university (or a hospital in the case of nurse's training) should be reported as an accredited course. Some reported such courses and it is likely that others who had taken courses did not report them. The effect of this problem on the estimates is not known.

The data reported about short courses or workshops are probably more accurate than that about college training. The most noticeable point of confusion for a respondent seemed to be whether or not to include correspondence courses, television courses, and in-service training. When it was known that a course or training was given through these media, the course or training was not counted.

LENGTH OF CURRENT EMPLOYMENT

Nursing and personal care homes are reportedly confronted with problems of recruiting qualified personnel and maintaining adequate staff. One indication of the problem of turnover is the length of current employment—defined in this report as the time interval between the date the employee began working in the establishment and the date of the survey in that establishment.

Survey results indicate that almost 2 out of every 5 employees in nursing and personal care homes had been in their present job less than 1 year, and a high proportion prevailed for each job category except other professional (table 4). The percent of workers employed in their current jobs for less than 1 year was 44 percent for nurse's aides, 37 percent for RN's,

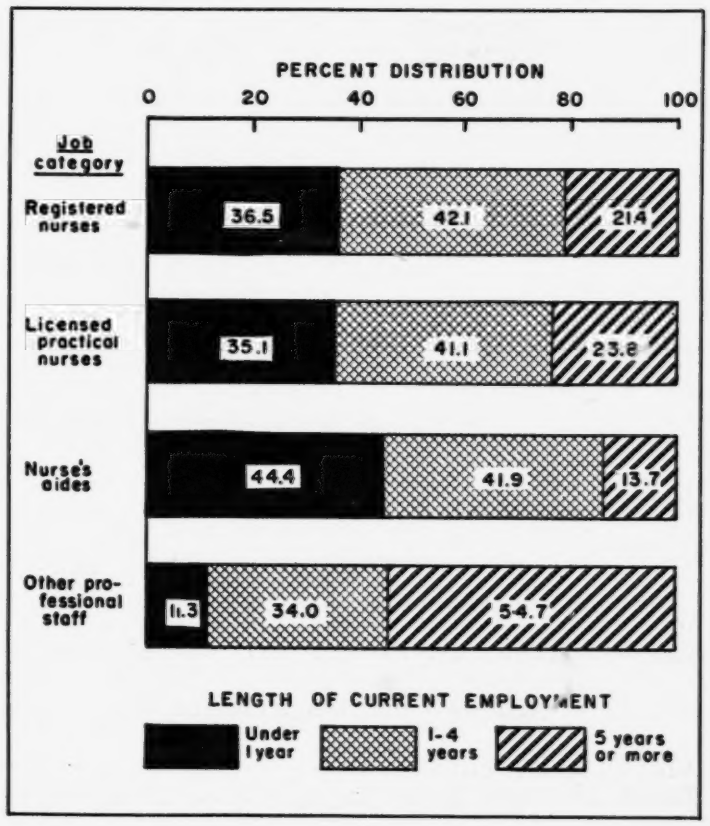

Figure 3. Percent distribution of employees in nursing and personal care homes, by length of current employment according to job category.

and 35 percent for LPN's. Apparently, turnover was much less among other professional staff; only 11 percent had been in their current job for less than 1 year, while over half of them had worked 5 years or more. This is in comparison with about one-fifth of the RN's, one-fourth of LPN's, and one-eighth of the nurse's aides working 5 years or more (fig. 3). The median length of current employment for other professional staff was 5.8 years, which was more than three times as long as that for RN's and LPN's and over 4 times as long as that for nurse's aides. It should be noted, however, that the larger figure for other professionals is influenced by the employment longevity of administrators, many of whom are owners of proprietary homes.

The length of time that a person had worked in a home was related to whether or not he had previously worked some other place; 33 percent of those with no prior experience had been employed less than 1 year in their current job as opposed to 43 percent of those with prior experience (table C). For both RN's and other

professionals there was no significant difference between those with prior experience and those with no prior experience in terms of either the percent employed less than 1 year or the median length of current employment. For both LPN's and nurse's aides, however, the proportion working less than 1 year was higher for those with prior experience than for those who had not previously been employed in another nursing home or hospital.

Apparently, turnover was higher in homes providing nursing care than in homes providing only personal care (table 4). In both nursing care homes and personal-care-with-nursing homes about 4 out of every 10 employees had been in their present job less than a year. By comparison, about one-fourth of the employees in personal care homes had been on the job less than 1 year. These comparisons are somewhat deceptive, however, because as the level of skill provided in the homes decreases the size decreases and also because the administrators constitute a higher proportion of the total staff. Consequently, the low turnover rate for administrators has a greater effect on the overall rate. If nursing personnel alone are compared by type of service classes, it is seen that there are no statistically significant differences in the proportion employed less than 1 year.

In general, the turnover rate appears to have been highest for proprietary homes, slightly less for nonprofit homes, and least for government-operated facilities (table 5). The most pronounced differences by type of ownership were observed for LPN's; about 4 out of every 10 in proprietary homes had worked less than a year in their current job as compared with 3 out of every 10 in nonprofit homes and 2 out of every 10 in government homes. The medians for the three types of homes in the order stated were 1.7, 2.6, and 3.6 years. A similar pattern was observed for nurse's aides, but the differences were not as great. For RN's, however, little if any difference existed by type of ownership, except that RN's in government homes were possibly somewhat more stable than those in other types of ownership. For other professionals a reverse pattern is shown in table 5; those working in proprietary homes had been in their current jobs longer than those in other types. This is undoubtedly influenced by the large proportion of such proprietary employees who were owners as well as administrators of the homes.

WAGES

In this section data are presented on the wages or salary of employees in nursing and personal care homes. Wages or salary was defined in the survey as the employee's usual gross wages before any deductions had been made for income tax, social security, and before other deductions. Wage data are presented for all types of employees with the exception of administrators and members of religious orders. Administrators are excluded because of the high rate of nonresponse (30 percent) to the questions relating to wages and hours worked. In order to make meaningful comparisons between groups of employees, wages were standardized for all staff to a 40-hour week which, incidentally, was the median hours worked per week for all types of employees.

The median weekly salary of employees working a standard 40-hour week was $48, ranging from a low of $44 for nurse's aides to a high of $89 for other professionals. The median salary for RN's was about as high ($87) as that for other professionals, and was $25 per week higher than for LPN's (table 6). The mean income was about the same as the median for employees in each job category except "other professional," where the mean was $110 (table F).

There was a wide range of salaries paid to persons in each job category and thus a substantial overlap between distributions by salary levels of employees. For example, some nurse's aides earned as much or more than some RN's, and a relatively large proportion of the LPN's had salaries similar to both RN's and nurse's aides. Although some of the variation was caused by sampling and measurement errors, most of it probably reflects the true situation. This is supported by a survey of nursing homes conducted in 1965 by the U.S. Department of Labor which produced similar results.[7]

Little comparable data are available on the wages of employees in other types of medical facilities. The data that are available suggest that the salary levels of nurses in nursing and

Table E. Percent of nursing staff and other professional employees in nursing and personal care homes receiving room and/or board, by type of service and job category: United States, May-June 1964

Job category[1]	Type of service			
	All homes	Nursing care	Personal care with nursing	Personal care
	Percent receiving room and/or board			
All employees	51	46	69	72
Registered nurses	39	36	61	*
Licensed practical nurses	45	43	61	62
Nurse's aides	50	47	64	55
Other professional staff	59	45	79	76
Other nonprofessional staff	56	48	70	76

[1]Administrators and members of religious orders are excluded.

personal care homes are not very different from those in other types of medical facilities. Results from a survey conducted in mid-1963 of nurses in non-Federal short-term hospitals in metropolitan areas indicated that the average weekly salary for RN's was $90.50; for LPN's it was $64.50; and for nurse's aides it was $54.50.[8] With the possible exception of nurse's aides, the differences in salary could be attributed to the higher salaries generally paid in metropolitan areas and to the exclusion of hospitals with less than 100 beds from the hospital study.

Median weekly salary varied slightly by type of service provided in the home. The data suggest that employees in nursing care homes have higher salaries than those in personal care homes with or without nursing. The overall median salary was $49 for nursing care homes as opposed to about $42 for the other types of homes. When the median weekly wage is compared for each job category separately, this pattern seems to be true for each class of employee. However, the differences by type of service class are statistically significant only for other nonprofessional staff.

These salary differentials are related to pay-in-kind, measured in the survey in terms of the provision of room and/or board for employees. For those job categories for which the median salary decreases with the level of skill provided in the home, the percentage of employees receiving room and/or board increases. For example, the median wage in personal care homes for other nonprofessional staff was about $39, or $9 less than in nursing care homes (table 6). However, about three-fourths of the other professional employees in personal care homes were receiving room and/or board as opposed to about one-half of the nonprofessional employees in nursing care homes (table E).

Wages also varied by type of ownership (table 7). The highest salaries were paid by government homes; this was true for each job category with the possible exception of RN's, where the difference was not statistically significant. Between proprietary and nonprofit homes the wage differential was small for each job category, except other professionals—the overall indication being that employees of nonprofit homes received a slightly higher salary. Other professionals em-

Table F. Mean weekly income of nursing staff and other professional employees in nursing and personal care homes, by length of work experience and job category: United States, May-June 1964

Job category[1]	Length of work experience				
	Total	Under 1 year	1-4 years	5-9 years	10+ years
	Mean weekly income				
All employees	$51	$42	$47	$53	$67
Registered nurses	86	80	84	85	87
Licensed practical nurses	60	63	60	59	60
Nurse's aides	43	39	42	45	50
Other professional staff	110	74	94	97	139

[1]Administrators and members of religious orders are excluded.

ployed in nonprofit homes received a significantly higher salary, $86 per week as compared with $62 per week in proprietary homes.

One would expect a person's wages to be related to his work experience, and this is partially supported by the data shown in table F. The mean salary for all employees with less than 1 year's experience was $42, increasing to $47 for employees with 1-4 years' experience, $52 for employees with 5-9 years' experience, and $67 for those with experience of 10 years or more. The relation between amount of experience and average salary holds true for each job category except LPN's. For LPN's there was no significant change in average salary with increasing work experience.

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DETAILED TABLES

			Page
Table	1.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of work experience according to type of service and job category: United States, May-June 1964	14
	2.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of work experience according to type of ownership and job category: United States, May-June 1964	15
	3.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of work experience according to age of employee and job category: United States, May-June 1964	16
	4.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of current employment according to type of service and job category: United States, May-June 1964	17
	5.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of current employment according to type of ownership and job category: United States, May-June 1964	18
	6.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by standardized weekly income according to type of service and job category: United States, May-June 1964	19
	7.	Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by standardized weekly income according to type of ownership and job category: United States, May-June 1964	20

240-480 O - 67 - 3

Table 1. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of work experience according to type of service and job category: United States, May-June 1964

Type of service and job category[1]	All staff	Length of work experience									Median years
		Total	Under 6 months	6 months to 1 year	1 year	2 years	3-4 years	5-9 years	10-19 years	20+ years	
		Percent distribution									
All homes	176,000	100.0	10.9	8.4	13.8	9.2	14.0	20.3	16.9	6.4	4.1
Registered nurses	17,400	100.0	4.0	3.1	4.3	4.1	10.8	20.0	32.4	21.3	11.1
Licensed practical nurses	20,500	100.0	5.4	3.1	8.0	6.0	11.7	26.8	31.4	7.6	7.9
Nurse's aides	113,800	100.0	14.5	11.5	17.9	11.3	15.6	17.8	10.0	1.6	2.5
Other professional staff	24,300	100.0	4.0	2.3	6.3	6.1	11.2	27.0	26.2	16.9	8.7
Nursing care	140,200	100.0	11.1	8.3	14.4	9.4	14.1	19.8	17.1	5.7	4.0
Registered nurses	15,200	100.0	4.2	3.0	4.5	4.3	11.3	20.1	32.1	20.6	10.8
Licensed practical nurses	18,100	100.0	5.7	2.7	8.8	6.0	11.5	25.8	32.0	7.5	8.0
Nurse's aides	92,900	100.0	14.5	11.3	18.2	11.3	15.7	17.7	10.0	1.3	2.5
Other professional staff	13,900	100.0	3.0	1.6	7.1	6.3	10.5	25.6	29.3	16.6	9.2
Personal care with nursing	29,700	100.0	10.0	9.9	12.5	8.5	14.1	20.4	16.0	8.6	4.3
Registered nurses	2,100	100.0	1.7	3.8	3.0	2.9	7.7	20.4	34.6	25.9	13.0
Licensed practical nurses	1,800	100.0	2.4	8.3	3.1	6.9	9.4	31.5	30.1	8.1	8.1
Nurse's aides	19,100	100.0	13.9	12.5	17.6	10.8	15.1	17.2	10.0	2.9	2.6
Other professional staff	6,700	100.0	3.5	4.5	3.8	4.3	14.4	26.4	23.5	19.6	8.7
Personal care	6,100	100.0	11.4	3.5	5.6	9.3	11.3	31.9	16.3	10.7	6.4
Registered nurses	100	100.0	*	*	*	*	*	*	*	*	*
Licensed practical nurses	600	100.0	*	*	*	*	*	*	*	*	7.0
Nurse's aides	1,800	100.0	17.4	10.5	3.0	13.1	14.5	25.2	10.0	6.3	3.8
Other professional staff	3,700	100.0	8.9	0.7	7.9	8.6	7.9	33.6	19.5	12.9	7.4

[1]Excludes an estimated 6,800 orderlies for whom years of work experience was not available.

Table 2. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of work experience according to type of ownership and job category: United States, May-June 1964

Type of ownership and job category[1]	All staff	Length of work experience									Median years
		Total	Under 6 months	6 months to 1 year	1 year	2 years	3-4 years	5-9 years	10-19 years	20+ years	
		Percent distribution									
All homes	176,000	100.0	10.9	8.4	13.8	9.2	14.0	20.3	16.9	6.4	4.1
Registered nurses	17,400	100.0	4.0	3.1	4.3	4.1	10.8	20.0	32.4	21.3	11.1
Licensed practical nurses	20,500	100.0	5.4	3.1	8.0	6.0	11.7	26.8	31.4	7.6	7.9
Nurse's aides	113,800	100.0	14.5	11.5	17.9	11.3	15.6	17.8	10.0	1.6	2.5
Other professional staff	24,300	100.0	4.0	2.3	6.3	6.1	11.2	27.0	26.2	16.9	8.7
Proprietary	123,400	100.0	11.9	8.4	13.9	9.6	13.6	19.9	16.7	6.1	3.9
Registered nurses	11,100	100.0	5.1	3.0	4.3	4.1	11.2	18.7	35.1	18.6	11.0
Licensed practical nurses	14,700	100.0	5.9	3.1	9.3	6.3	11.4	26.7	30.5	6.9	7.6
Nurse's aides	79,800	100.0	15.7	11.8	18.1	11.9	15.1	16.7	9.3	1.5	2.4
Other professional staff	17,800	100.0	4.2	0.9	5.2	5.3	10.3	29.1	27.0	18.0	9.1
Nonprofit	28,900	100.0	8.4	9.2	13.2	8.9	14.2	22.3	16.0	7.9	4.5
Registered nurses	3,700	100.0	2.0	3.1	5.1	5.6	9.6	21.1	28.0	25.6	11.2
Licensed practical nurses	3,500	100.0	4.7	4.0	5.4	5.4	11.4	26.9	32.6	9.5	8.5
Nurse's aides	17,800	100.0	11.9	11.4	17.6	10.1	16.0	21.4	8.9	2.6	2.9
Other professional staff	4,000	100.0	2.1	3.1	7.6	9.4	12.8	23.2	22.0	13.8	6.9
Government	23,700	100.0	8.8	7.7	13.7	7.9	16.2	20.4	19.4	5.9	4.5
Registered nurses	2,600	100.0	2.2	3.7	3.4	1.7	11.0	24.3	27.3	26.5	11.3
Licensed practical nurses	2,300	100.0	3.0	2.3	3.9	4.6	14.3	27.7	35.4	8.9	9.0
Nurse's aides	16,200	100.0	11.1	10.1	17.0	9.6	17.5	19.0	14.7	1.0	3.3
Other professional staff	2,500	100.0	6.1	1.4	11.9	6.2	14.9	18.5	27.1	13.8	7.6

[1]Excludes 6,800 orderlies for whom years of work experience was not available.

Table 3. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of work experience according to age of employee and job category: United States, May-June 1964

Age of employee and job category[1]	All staff	Length of work experience									Median years
		Total	Under 6 months	6 months to 1 year	1 year	2 years	3-4 years	5-9 years	10-19 years	20+ years	
		Percent distribution									
All ages----------	176,000	100.0	10.9	8.4	13.8	9.2	14.0	20.3	16.9	6.4	4.1
Registered nurses---------	17,400	100.0	4.0	3.1	4.3	4.1	10.8	20.0	32.4	21.3	11.1
Licensed practical nurses-	20,500	100.0	5.4	3.1	8.0	6.0	11.7	26.8	31.4	7.6	7.9
Nurse's aides------------	113,800	100.0	14.5	11.5	17.9	11.3	15.6	17.8	10.0	1.6	2.5
Other professional staff--	24,300	100.0	4.0	2.3	6.3	6.1	11.2	27.0	26.2	16.9	8.7
Under 25 years------	20,300	100.0	29.4	18.8	29.0	10.4	9.7	2.8	-	0.0	1.1
Registered nurses---------	600	100.0	18.7	28.9	19.3	21.5	10.1	1.5	-	-	1.1
Licensed practical nurses-	1,400	100.0	16.3	4.6	27.4	19.9	26.1	5.6	-	-	1.2
Nurse's aides------------	18,100	100.0	30.6	19.6	29.5	9.3	8.4	2.6	-	-	1.0
Other professional staff--	200	100.0	49.7	16.8	19.5	7.6	5.9	-	-	0.5	*
25-44 years---------	64,100	100.0	10.9	8.9	14.8	10.0	17.0	21.1	15.8	1.4	3.6
Registered nurses---------	6,500	100.0	3.8	2.3	5.5	4.2	15.6	25.8	37.6	5.1	8.6
Licensed practical nurses-	6,900	100.0	5.7	3.7	10.5	6.2	13.7	31.4	27.5	1.4	6.6
Nurse's aides------------	44,900	100.0	13.4	11.5	17.4	11.7	17.8	17.7	9.8	0.6	2.7
Other professional staff--	5,900	100.0	6.0	2.5	9.7	8.0	15.5	30.3	24.2	3.8	6.4
45-64 years---------	82,300	100.0	7.1	6.2	10.3	8.7	13.4	23.5	20.9	9.8	5.9
Registered nurses---------	9,000	100.0	2.7	2.3	3.0	3.4	7.5	18.6	32.9	29.6	13.8
Licensed practical nurses-	10,600	100.0	4.4	2.9	4.8	3.9	9.6	25.3	37.1	11.9	9.8
Nurse's aides------------	47,600	100.0	9.8	8.8	14.4	11.8	16.5	22.8	13.0	2.8	3.6
Other professional staff--	15,100	100.0	2.9	2.3	6.0	5.9	10.0	27.4	27.2	18.4	9.2
65 years and over---	9,300	100.0	4.8	2.0	4.0	5.2	8.7	24.7	26.5	24.1	10.2
Registered nurses---------	1,300	100.0	7.6	-	-	-	10.0	9.3	18.0	55.0	20.9
Licensed practical nurses-	1,600	100.0	0.8	0.8	0.8	6.0	4.2	36.2	38.6	12.6	10.3
Nurse's aides------------	3,300	100.0	7.3	4.5	10.3	8.1	9.8	29.0	24.0	6.9	6.7
Other professional staff--	3,200	100.0	3.2	0.8	0.8	3.8	9.3	20.6	26.5	35.1	14.3

[1]Excludes an estimated 6,800 orderlies for whom age and years of work experience were not available.

Table 4. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of current employment according to type of service and job category: United States, May-June 1964

Type of service and job category	All staff	Length of current employment								Median years
		Total	Under 6 months	6 months to 1 year	1 year	2 years	3-4 years	5-9 years	10+ years	
		Percent distribution								
All homes	182,800	100.0	23.6	14.6	17.9	10.3	12.6	13.5	7.5	1.7
Registered nurses	17,400	100.0	21.2	15.3	19.4	8.5	14.2	13.2	8.1	1.7
Licensed practical nurses	20,500	100.0	21.3	13.7	15.8	10.9	14.4	13.7	10.2	1.9
Nurse's aides[1]	120,600	100.0	27.9	16.5	19.5	10.7	11.7	10.3	3.4	1.3
Other professional staff	24,300	100.0	6.3	5.0	10.5	8.9	14.6	29.5	25.2	5.8
Nursing care homes	145,700	100.0	24.2	14.7	18.5	10.8	12.5	12.5	6.8	1.6
Registered nurses	15,200	100.0	21.5	14.4	19.8	8.9	14.1	12.8	8.5	1.7
Licensed practical nurses	18,100	100.0	22.1	12.5	16.7	10.8	13.6	13.8	10.6	1.9
Nurse's aides[1]	98,400	100.0	27.7	16.6	19.7	11.1	11.5	10.0	3.3	1.3
Other professional staff	13,900	100.0	5.7	4.4	10.7	10.8	15.9	27.9	24.7	5.5
Personal care with nursing	30,900	100.0	21.7	15.2	16.7	8.2	13.6	15.3	9.3	1.8
Registered nurses	2,100	100.0	17.8	22.4	17.0	5.6	15.0	16.2	6.1	1.6
Licensed practical nurses	1,800	100.0	13.7	22.8	10.2	13.1	19.3	15.1	5.8	2.2
Nurse's aides[1]	20,300	100.0	28.3	16.3	19.4	8.7	12.6	10.9	3.8	1.3
Other professional staff	6,700	100.0	5.3	7.4	10.4	6.1	14.6	28.2	27.8	6.1
Personal care	6,200	100.0	19.1	8.1	9.1	7.5	11.2	29.3	15.7	4.1
Registered nurses	100	100.0	*	*	*	*	*	*	*	*
Licensed practical nurses	600	100.0	20.8	24.0	4.7	9.8	24.5	5.0	11.3	*
Nurse's aides[1]	1,900	100.0	33.3	13.8	9.2	7.8	10.9	19.7	5.3	1.3
Other professional staff	3,700	100.0	10.6	2.9	9.9	7.1	9.6	38.0	22.0	6.3

[1]Orderlies are counted with nurse's aides.

Table 5. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by length of current employment according to type of ownership and job category: United States, May-June 1964

Type of ownership and job category	All staff	Length of current employment								Median years
		Total	Under 6 months	6 months to 1 year	1 year	2 years	3-4 years	5-9 years	10+ years	
		Percent distribution								
All homes	182,800	100.0	23.6	14.6	17.9	10.3	12.6	13.5	7.5	1.7
Registered nurses	17,400	100.0	21.2	15.3	19.4	8.5	14.2	13.2	8.1	1.7
Licensed practical nurses	20,500	100.0	21.3	13.7	15.8	10.9	14.4	13.7	10.2	1.9
Nurse's aides[1]	120,600	100.0	27.9	16.5	19.5	10.7	11.7	10.3	3.4	1.3
Other professional staff	24,300	100.0	6.3	5.0	10.5	8.9	14.6	29.5	25.2	5.8
Proprietary	126,600	100.0	25.6	14.4	18.0	10.2	12.0	12.6	7.2	1.6
Registered nurses	11,100	100.0	23.0	13.7	20.6	8.4	15.0	11.9	7.4	1.6
Licensed practical nurses	14,700	100.0	24.4	13.9	17.1	10.2	14.0	11.7	8.8	1.7
Nurse's aides[1]	83,000	100.0	30.3	17.0	19.8	11.0	10.5	8.8	2.6	1.1
Other professional staff	17,800	100.0	6.3	2.9	8.8	7.9	15.1	31.8	27.2	6.4
Nonprofit	30,200	100.0	19.9	16.0	16.9	10.3	14.5	14.5	7.8	1.8
Registered nurses	3,700	100.0	20.0	18.5	20.1	8.4	12.9	14.4	5.7	1.6
Licensed practical nurses	3,500	100.0	14.5	16.3	11.7	13.2	17.3	15.1	11.9	2.6
Nurse's aides[1]	19,000	100.0	24.0	15.9	18.5	9.7	14.3	12.7	4.8	1.5
Other professional staff	4,000	100.0	5.1	13.7	10.5	12.5	14.7	23.0	20.5	4.1
Government	26,000	100.0	18.3	13.8	18.6	10.4	13.6	16.5	8.8	2.0
Registered nurses	2,600	100.0	15.2	17.7	13.6	9.0	12.6	17.3	14.6	2.4
Licensed practical nurses	2,300	100.0	12.1	8.8	13.6	12.1	12.2	24.7	16.5	3.6
Nurse's aides[1]	18,500	100.0	20.9	15.0	19.4	10.3	14.3	14.4	5.7	1.7
Other professional staff	2,500	100.0	8.7	5.8	22.2	10.9	10.6	23.7	18.0	3.4

[1]Orderlies are counted with nurse's aides.

Table 6. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by standardized weekly income according to type of service and job category: United States, May-June 1964

Type of service and job category[1]	All staff	Standardized weekly income (40 hours)									Median income
		Total	Under $40	$40-49	$50-59	$60-69	$70-79	$80-89	$90-99	$100-109	$110+	
		Percent distribution										
All homes	255,200	100.0	33.1	21.3	20.4	9.9	5.0	4.2	2.3	1.6	2.2	$48
Registered nurses	16,900	100.0	3.4	4.4	4.0	7.3	14.4	22.5	17.0	12.6	14.4	87
Licensed practical nurses	20,200	100.0	8.8	12.6	23.2	27.6	13.4	9.4	3.8	0.9	0.3	62
Nurse's aides	119,800	100.0	40.1	25.0	22.4	8.5	2.4	0.8	0.5	0.2	0.1	44
Other professional staff	3,400	100.0	12.5	4.6	11.4	6.0	9.0	7.0	5.7	7.0	36.9	89
Other nonprofessional staff	94,900	100.0	35.6	22.2	20.4	8.5	4.6	4.0	1.6	1.4	1.8	46
Nursing care	196,400	100.0	30.1	21.3	21.2	10.7	5.5	4.6	2.5	1.8	2.3	49
Registered nurses	14,900	100.0	3.2	4.4	4.1	6.9	13.6	22.8	17.0	13.4	14.7	88
Licensed practical nurses	18,000	100.0	8.5	12.6	22.1	28.2	13.8	10.1	3.8	0.8	0.1	62
Nurse's aides	98,000	100.0	38.1	25.2	23.6	9.0	2.6	0.7	0.5	0.1	0.1	45
Other professional staff	2,600	100.0	7.8	4.7	10.1	7.3	9.6	7.9	6.7	8.5	37.3	94
Other nonprofessional	63,000	100.0	31.2	22.4	21.8	9.3	5.5	4.7	1.6	1.6	1.9	48
Personal care with nursing	50,700	100.0	43.0	21.1	17.9	7.6	3.5	2.7	1.6	0.8	1.8	43
Registered nurses	1,900	100.0	4.8	4.6	3.6	9.6	20.5	21.3	17.7	6.2	11.8	83
Licensed practical nurses	1,700	100.0	10.9	7.0	32.9	26.0	12.0	3.0	3.3	2.3	2.6	59
Nurse's aides	20,000	100.0	50.5	23.3	16.2	6.9	1.5	1.3	0.2	-	-	39
Other professional staff	700	100.0	21.5	4.9	17.4	1.6	7.5	4.1	2.1	1.9	38.9	76
Other nonprofessional staff	26,400	100.0	42.7	22.0	19.2	7.0	3.2	2.3	1.4	0.9	1.5	43
Personal care	8,100	100.0	44.1	23.3	14.9	6.5	2.1	2.6	3.0	2.5	1.1	42
Registered nurses	100	100.0	*	*	*	*	*	*	*	*	*	*
Licensed practical nurses	500	100.0	12.2	29.9	29.2	11.9	4.7	7.1	4.9	-	-	52
Nurse's aides	1,900	100.0	30.7	31.3	24.4	2.7	1.5	-	3.5	5.9	-	46
Other professional staff	100	100.0	*	*	*	*	*	*	*	*	*	*
Other nonprofessional staff	5,500	100.0	51.6	20.4	10.5	6.9	2.0	3.1	2.7	1.4	1.4	39

[1]Excludes administrators and members of religious orders.

Table 7. Number and percent distribution of nursing staff and other professional employees in nursing and personal care homes, by standardized weekly income according to type of ownership and job category: United States, May-June 1964

Type of ownership and job category[1]	All staff	Standardized weekly income (40 hours)									Median income
		Total	Under $40	$40-49	$50-59	$60-69	$70-79	$80-89	$90-99	$100-109	$110+	
		Percent distribution										
All homes	255,200	100.0	33.1	21.3	20.4	9.9	5.0	4.2	2.3	1.6	2.2	$48
Registered nurses	16,900	100.0	3.4	4.4	4.0	7.3	14.4	22.5	17.0	12.6	14.4	87
Licensed practical nurses	20,200	100.0	8.8	12.6	23.2	27.6	13.4	9.4	3.8	0.9	0.3	62
Nurse's aides	119,800	100.0	40.1	25.0	22.4	8.5	2.4	0.8	0.5	0.2	0.1	44
Other professional staff	3,400	100.0	12.5	4.6	11.4	6.0	9.0	7.0	5.7	7.0	36.9	89
Other nonprofessional staff	94,900	100.0	35.6	22.2	20.4	8.5	4.6	4.0	1.6	1.4	1.8	46
Proprietary	154,400	100.0	38.1	21.8	19.7	9.3	3.5	3.2	1.7	1.3	1.4	45
Registered nurses	11,000	100.0	4.2	5.1	5.3	8.6	13.2	23.1	15.2	12.1	13.2	85
Licensed practical nurses	14,700	100.0	10.3	12.4	22.3	30.0	13.3	8.4	2.5	0.7	0.1	61
Nurse's aides	82,800	100.0	45.5	25.1	21.1	6.8	0.8	0.2	0.1	0.2	0.2	41
Other professional staff	1,100	100.0	18.7	10.9	18.3	7.7	13.3	8.8	3.7	4.0	14.6	62
Other nonprofessional staff	44,800	100.0	42.2	23.2	19.8	7.4	2.8	1.9	0.8	0.9	1.0	43
Nonprofit	58,200	100.0	32.2	22.3	22.6	8.7	4.8	3.5	2.6	1.2	2.1	48
Registered nurses	3,200	100.0	2.0	4.6	2.9	7.7	19.1	16.6	25.9	9.2	12.0	88
Licensed practical nurses	3,300	100.0	6.9	19.1	28.0	21.5	11.5	6.9	4.8	1.1	0.3	58
Nurse's aides	18,500	100.0	37.2	26.1	25.5	7.8	1.8	1.3	0.3	-	0.1	44
Other professional staff	1,100	100.0	16.9	3.3	12.9	5.8	7.2	6.0	7.5	6.4	34.0	86
Other nonprofessional staff	32,200	100.0	35.4	22.8	22.7	8.1	4.3	3.1	1.3	1.0	1.3	46
Government	42,500	100.0	16.5	18.3	19.8	13.8	10.4	8.7	4.3	3.2	5.0	57
Registered nurses	2,600	100.0	1.6	1.6	-	1.5	13.4	27.3	13.7	18.7	22.2	93
Licensed practical nurses	2,300	100.0	1.8	4.4	22.4	20.8	16.7	19.3	10.8	1.8	1.9	70
Nurse's aides	18,500	100.0	18.5	23.5	25.1	17.1	10.0	3.1	2.3	0.5	-	53
Other professional staff	1,100	100.0	2.4	-	3.4	4.5	6.8	6.3	5.7	10.5	60.5	125
Other nonprofessional staff	18,000	100.0	19.4	18.4	18.0	11.9	10.0	10.7	3.9	3.4	4.4	56

[1]Administrators and members of religious orders are excluded.

APPENDIX I

TECHNICAL NOTES ON METHODS

Survey Design

General.—The Resident Places Survey-2 (RPS-2) was conducted during May and June 1964 by the Division of Health Records Statistics in cooperation with the U.S. Bureau of the Census. It was a survey of resident institutions in the United States providing nursing or personal care to the aged and chronically ill, of their patients or residents, and of their employees. The institutions within the scope of the survey included such places as nursing homes, convalescent homes, rest homes, homes for the aged, other related facilities, and geriatric hospitals. To be eligible for the survey an establishment must have maintained three beds or more and must have provided some level of nursing or personal care. The procedure for classifying establishments for the RPS-2 universe is described in Appendix II-B.

This appendix presents a brief description of the survey design, general qualifications of the data, and the reliability of estimates presented in this report. Succeeding appendixes are concerned with classification procedures, definitions, and questionnaires used in the survey for collecting information about employees.

Sampling frame.—A "multiframe" technique was used in establishing the sampling universe for RPS-2. The principal frame was the Master Facility Inventory (MFI) which contained the names, addresses, and descriptive information for about 90-95 percent of the nursing and personal care homes in the United States. Establishments not listed in the MFI were, theoretically, on another list referred to as the Complement Survey. A description of the MFI and the Complement Survey has been published.[6]

The Complement Survey is based on an area probability design, using the sample design of the Health Interview Survey (HIS).[9] In the HIS, interviewers make visits each week to households located in probability samples of small segments of the United States. In addition to collecting information about the health of the household members, the interviewers are instructed to record the names and addresses of hospitals and institutions located wholly or partially within the specified areas. The Complement Survey list is composed of the establishments identified in these sample areas between January 1959 and July 1963 which were not listed in the MFI but which were in business as of July 1, 1962. The Complement Survey sample for RPS-2 included four establishments representing an estimated total of about 800 such facilities in the United States not included in the Master Facility Inventory.

Sample design.—The sample design was a stratified, two-stage probability design; the first stage was a selection of establishments from the MFI and the Complement Survey, and the second stage was a selection of employees and residents from registers of the sample establishments. In preparation for the first-stage sample selection, the MFI was divided into two groups on the basis of whether or not current information was available about the establishment. Group I was composed of establishments which had returned a questionnaire in a previous MFI survey. Group II contained places which were possibly within the scope of RPS-2 but which were not confirmed in the MFI survey, e.g., nonresponses and questionnaires not delivered by the Post Office because of insufficient addresses. Group I was then sorted into three type-of-service strata: nursing care homes, including geriatric hospitals; personal-care-with-nursing homes; and personal care homes. Group II was treated as a fourth type of service stratum. Each of these four strata was further sorted into four bed-size groups, producing 16 primary strata as shown in table I. Within each primary stratum the listing of establishments was ordered by type of ownership, State, and county. The sample of establishments was then selected systematically after a random start within each of the primary strata.

Table I shows the distribution of establishments in the MFI and in the sample by primary strata and the final disposition of the sample places with regard to their response and in-scope status. Of the 1,201 homes originally selected, 1,085 were found to be in business and within the scope of the survey.

The second-stage sample selection of employees was carried out by Bureau of the Census interviewers at the time of their visit to the establishments in accordance with specific instructions given for each sample establishment. After determining the total number of employees usually working 15 hours or more per week in the home, the names of all such

Table I. Distribution of institutions for the aged in the Master Facility Inventory and in the RPS-2 sample by primary strata (type of service and size of institution) and by response status to the RPS-2: United States

Type of service and size of institution	Number of homes in the MFI[1]	Number of homes in sample			
		Total homes[1]	Out of scope or out of business	In scope and in business	
				Nonresponding homes	Responding homes
All types	19,520	1,201	116	12	1,073
Nursing care[2]	8,155	634	37	8	589
Under 30 beds	4,400	179	21	5	153
30-99 beds	3,247	260	11	3	246
100-299 beds	448	135	3	-	132
300 beds and over	60	60	2	-	58
Personal care with nursing	4,972	381	12	2	367
Under 30 beds	3,168	128	10	1	117
30-99 beds	1,423	114	1	1	112
100-299 beds	345	103	1	-	102
300 beds and over	36	36	-	-	36
Personal care	3,621	113	13	2	98
Under 30 beds	3,187	64	11	-	53
30-99 beds	402	32	-	1	31
100-299 beds	29	14	2	1	11
300 beds and over	3	3	-	-	3
Group II[3]	2,772	73	54	-	19
Under 25 beds	2,578	52	37	-	15
25-99 beds	185	15	12	-	3
100-299 beds	6	3	3	-	-
300 beds and over	3	3	2	-	1

[1]The universe for the RPS-2 sample consisted of the MFI and the Complement Survey. Included in the RPS-2 sample were 4 homes from the Complement Survey.

[2]Includes geriatric hospitals.

[3]Group II consists of those institutions assumed to be in scope of the RPS-2 survey but for which current data were not available.

employees were listed on a Staff Information and Control Record Form (HRS-3b). The respondent was asked to view a list of job titles on a flash card (Card B—"List of Selected Job Categories"—in Appendix III) and to indicate the category which best fits the job done in the home by each employee. For the purpose of stratifying employees by type of work, the job categories were grouped into three classes: "professional" (job categories 1-10 on card B), "semiprofessional" (job category 11 on card B), and "nonprofessional" (job categories 12-16 on card B). All professional employees were identified in column (b) of HRS-3b, all semiprofessional in column (c) and all nonprofessional in column (d). Using predesignated sampling instructions that appeared at the head of each column, the interviewer then selected the sample of employees within each staff stratum. The total sample selected from establishments cooperating in the survey consisted of 11,832 employees.

Survey procedure.—The Bureau of the Census employed about 140 of their regular interviewers for the survey. All were experienced in the continuing surveys conducted by the Bureau of the Census; about half were employed in the Health Interview Survey—one of the major programs of the National Center for Health Statistics—and about half in other surveys. Since the interviewers were well trained in general survey methodology, it was relatively easy to train them in the specific methods used in RPS-2. Briefly, their training consisted of home study materials and observation by the Census Regional Supervisor on the first interview assignment.

The initial contact with an establishment was a letter signed by the Director of the Bureau of the Census. The letter (HRS-3f, Appendix III) notified each administrator about the survey, requested his cooperation, and stated that a representative would contact him for an appointment. The interviewer's telephone call usually followed within 3 or 4 days.

During the course of the interview, the interviewer collected data about the establishment, the residents, and the employees. The establishment and resident information was obtained by personal interview, and the staff information was collected both by personal interview and by means of a self-enumeration questionnaire. The respondent for the establishment questionnaire and the Staff Information and Control Record (HRS-3b) was usually the administrator or some other employee in the business office. The information requested on these forms was generally readily available either from records or personal knowledge of the respondent. However, the interviewer was instructed to encourage maximum use of available records.

After completing the Staff Information and Control Record for each sample employee, the interviewer partially completed a supplemental one-page staff questionnaire (HRS-3d) for each sample employee classified as professional or semiprofessional. This involved entering the employee's name, certain identification information, and his job title such as "registered nurse" or "administrator." These partially completed questionnaires were then distributed to the appropriate employees who were requested to complete the forms and, if possible, return them to the interviewer before she left the home. Those employees who could not complete the questionnaires before the interviewer left the home and those who were not on duty at the time of the interview were requested to mail the completed questionnaires within 5 days to a specified Census Bureau regional office. When questionnaires were not received within a week, a followup letter (Form HRS-3g in Appendix III) was mailed from the regional office. Those still not responding within 2 weeks of the followup letter were contacted by telephone.

The Census Bureau regional offices also performed certain checks during the course of the survey to insure that the interviewers were conducting the survey according to specified procedures. They reviewed all questionnaires for completeness prior to transmittal to the Washington office and made inquiries as necessary to obtain missing information.

The completed questionnaires were edited and coded by the National Center for Health Statistics, and the data were processed on an electronic computer. This processing included assignment of weights, ratio adjustments, and other related procedures necessary to produce national estimates from the sample data. It also included matching with basic identifying information contained in the Master Facility Inventory as well as carrying out internal edits and consistency checks to eliminate "impossible" response errors in editing, coding, or processing.

General Qualifications

Nonresponse and imputation of missing data.—The survey was conducted in 1,073 homes, or about 89 percent of the original sample. About 7 percent of the sample places were found to be out of business and an additional 3 percent were found to be out of scope of the survey; that is, they did not provide either nursing or personal care to their residents or they maintained fewer than three beds. Only 12 homes, or about 1 percent of the sample, refused to cooperate in the survey (table I). The response rate for the in-scope sample was 98.9 percent.

Statistics presented in this report were adjusted for the failure of a home to respond by use of a separate nonresponse adjustment factor for each service-size stratum further statified by three major ownership groups. This factor was the ratio of all in-scope sample homes in a stratum to the responding in-scope sample homes in the stratum.

Data were also adjusted for nonresponse which resulted from the failure of a sample employee to complete a questionnaire or the failure to complete

an item on the questionnaire. The procedure was to impute to employees for whom no data were obtained the characteristics of respondents in the same job category and type of home. Thus nonresponse ranged from 0.4 percent for the type of job category to 8.9 percent for age of employee.

Interview process.—The accuracy of the data presented in this report depends on the accuracy of personnel and business records and, to some extent, on the accuracy of the respondent's replies based on his memory or willingness to provide correct answers. Also, there may be some measurement error in the data because some answers to questions may have been provided on the basis of judgment. For example, there was some room for judgment in deciding which job category best described the type of work that an employee performed in the establishment. The magnitude of this type of error should be small for most employee types, however, since most of the job categories specified in the report are well defined by their title, e.g., physician, dentist, registered nurse, licensed practical nurse, and nurse's aide. The types of jobs that are less well defined include dietitians or nutritionists, physical and occupational therapists, and social workers.

It is possible to make a rough assessment of the validity of the administrator's assignment of job category by comparing it with that indicated on the staff questionnaire by the employee himself. The employee's assignment was based on his answer to the question "Which, if any, of the following degrees, diplomas, or licenses do you have?" Possible categories included registered nurse, licensed practical nurse, persons with a degree in home economics, members of the American Dietetic Association, among others. The administrator's assignment was based on his judgment as to which of a number of listed job categories best fitted the job done by the employee. Therefore, inconsistent answers were not necessarily inaccurate. Another factor which should be taken into consideration when making the comparison is that registration and licensure practice vary by State; for example, not all States require physical therapists to be registered.

The correspondence between the administrator's classification and the information provided by the employee was highest for RN's; about 94 percent of those classified as RN's by the administrator also reported on the self-enumeration form that they were registered nurses. For LPN's about 88 percent confirmed the administrator's classification on the self-enumeration form. For the physical and occupational therapists about 42 percent and 22 percent, respectively, reported that they were registered; for the dietitians 19 percent reported that they held a degree in home economics; and for the social workers 16 percent reported a degree in social work. However, over two-thirds of the physical therapists and over three-fifths of the occupational therapists reported that they had taken special training or courses in their field, and over half of the persons classed as dietitians had taken courses in nutrition or food services. About 37 percent of those classed as social workers had taken special courses in mental or social problems of the aged.

Rounding of numbers.—Estimates relating to staff and residents have been rounded to the nearest hundred and homes to the nearest ten. For this reason detailed figures within tables do not always add to totals. Percents were calculated using the original unrounded figures and will not necessarily agree with percents, which might be calculated from rounded data.

Estimation procedure.—The statistics presented in this report are essentially the result of a ratio estimation technique. A first-stage adjustment factor $R_{1i}=B_i/B'_i$ was determined for each noncertainty stratum of the sample design. B_i is the total number of beds for establishments in the i^{th} stratum according to the MFI. B'_i is the estimated number of beds for establishments in the i^{th} stratum; it is obtained through a simple inflation of the MFI data for sample establishments in the i^{th} stratum. The purpose of ratio estimation is to take into account all relevant information in the estimation process, thereby reducing the variability of the estimate.

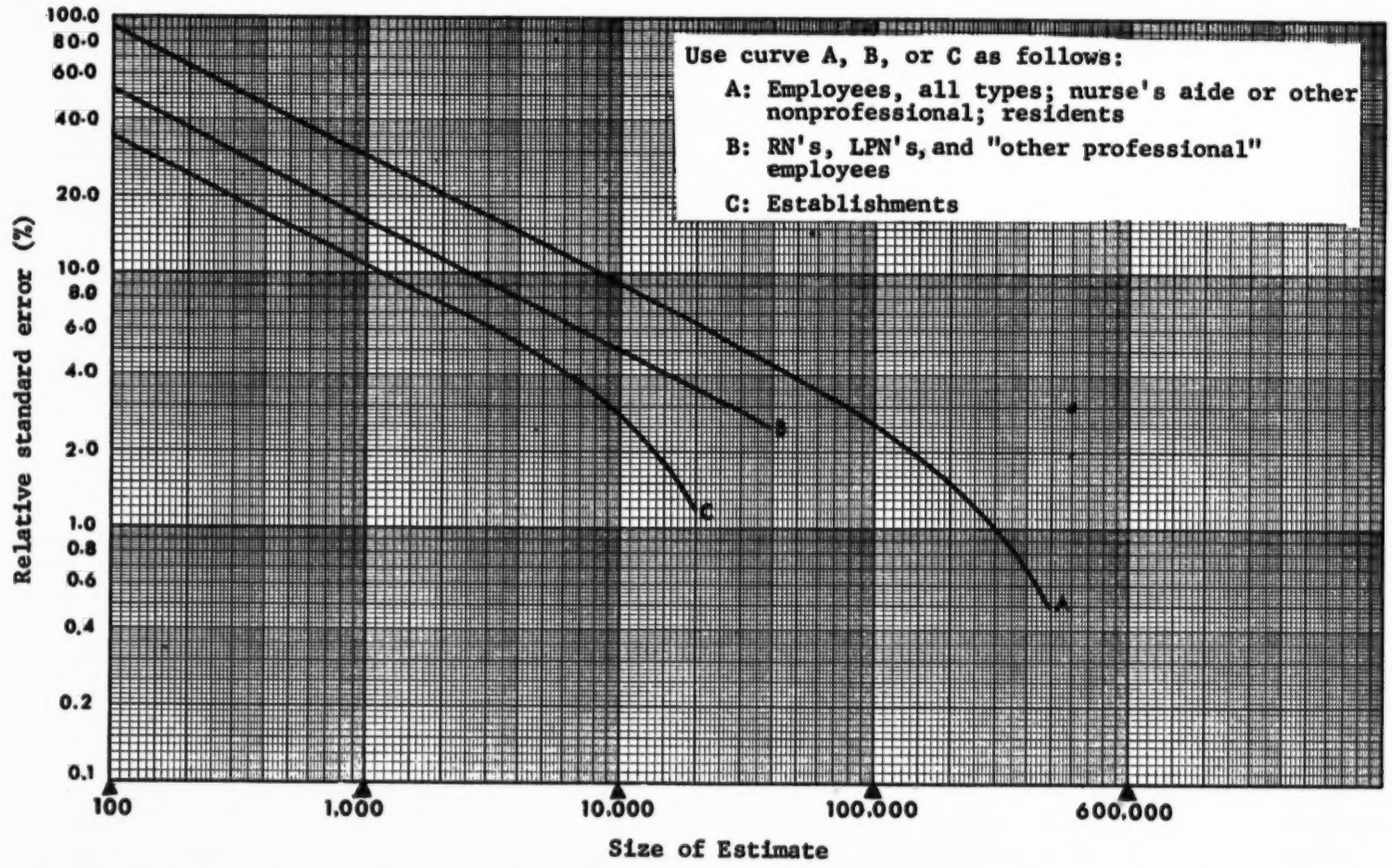
The second-stage ratio adjustment was included in the estimation of staff data for all primary strata. The adjustment factor $R_{2ij}=E_{ij}/E'_{ij}$ was computed for each type of service-size strata, where R_{2ij} represents the second-stage adjustment factor for the i^{th} stratum, E_{ij} is the total number of employees in the j^{th} job category in the sample establishments for the i^{th} stratum and E'_{ij} is the estimated number of employees in the j^{th} job category in the sample establishments for the i^{th} stratum. The purpose of this adjustment was to correct the sample for overrepresentation or underrepresentation of job categories in the particular samples selected within sample establishments.

Reliability of estimates.—Since statistics presented in this report are based on a sample, they will differ somewhat from figures that would have been obtained if a complete census had been taken using the same schedules, instructions, and procedures.

As in any survey, the results are also subject to reporting and processing errors and errors due to nonresponse. To the extent possible, these types of errors were kept to a minimum by methods built into survey procedures.

The sampling error (or standard error) of a statistic is inversely proportional to the square root of the number of observations in the sample. Thus, as the sample size increases, the standard error decreases. The standard error is primarily a measure of the variability that occurs by chance because only a sample rather than the entire universe is surveyed.

Figure I. Approximate relative standard errors of aggregates.



Example of use of figure I: An estimate of 100,000 total employees has a relative standard error of 2.5 percent (for curve A, read from scale at left side of figure). The estimate has a standard error of 2,500 (2.5 percent of 100,000).

As calculated for this report, the standard error also reflects part of the measurement error, but it does not measure any systematic biases in the data. The chances are about two out of three that an estimate from the sample differs from the value which would be obtained from a complete census by less than the standard error. The chances are about 95 out of 100 that the difference is less than twice the standard error and about 99 out of 100 that it is less than 2½ times as large.

Relative standard errors of aggregates shown in this report can be determined from figure I of this appendix. The relative standard error of an estimate is obtained by dividing the standard error of the estimate by the estimate itself and is expressed as a percent of the estimate. An example of how to convert the relative error into a standard error is given with figure I. Standard errors of estimated percentages are shown in tables II and III.

To determine the standard error of a median value, or of the difference between two statistics, the following rules may be used.

Standard error of a median.—The medians shown in this report were calculated from grouped data. Approximate confidence intervals for these estimated medians can be computed as follows:

(a) Determine the standard error of a 50-percent characteristic whose denominator is equal to the estimated number of persons in the frequency distribution on which the median is based. For example, the median salary of nurse's aides in nursing care homes is $45. The estimated number of nurse's aides in nursing care homes is 98,000 (table 6). The standard error of a 50-percent characteristic whose base is 98,000 is shown in table II to be approximately 1.5 percentage points.

(b) Apply this standard error to the cumulative frequency distribution to obtain the confidence interval around the median. The steps are as follows: for the above example, using the 95-percent level of confidence determine the points on the cumulative frequency distribution corresponding to 47 percent (50 minus two standard errors) and 53 percent (50 plus

Table II. Approximate standard errors of percentages for estimated total employees, nurse's aides, and other nonprofessional employees

Base of percent (number of employees)	Estimated percent					
	1 or 99	5 or 95	10 or 90	20 or 80	30 or 70	50
	Standard error expressed in percentage points					
500	4.1	8.9	12.3	16.4	18.8	20.5
1,000	2.9	6.3	8.7	11.6	13.3	14.5
2,500	1.8	4.0	5.5	7.3	8.4	9.2
5,000	1.3	2.8	3.9	5.2	6.0	6.5
10,000	0.9	2.0	2.8	3.7	4.2	4.6
20,000	0.6	1.4	1.9	2.6	3.0	3.2
30,000	0.5	1.2	1.6	2.1	2.4	2.7
40,000	0.5	1.0	1.4	1.8	2.1	2.3
50,000	0.4	0.9	1.2	1.6	1.9	2.1
100,000	0.3	0.6	0.9	1.2	1.3	1.5
200,000	0.2	0.4	0.6	0.8	0.9	1.0
300,000	0.2	0.4	0.5	0.7	0.8	0.8

Table III. Approximate standard errors of percentages for RN's, LPN's, and other professional employees

Base of percent (number of professional employees)	Estimated percent					
	1 or 99	5 or 95	10 or 90	20 or 80	30 or 70	50
	Standard error expressed in percentage points					
100	7.3	12.0	15.9	22.0	24.7	27.2
250	4.2	7.6	10.0	13.7	15.8	17.0
500	2.8	5.2	7.2	9.5	10.9	11.5
750	2.2	4.3	5.9	7.7	8.7	9.4
1,000	1.9	3.7	5.0	6.5	7.3	8.0
1,750	1.4	2.8	3.7	4.9	5.5	6.0
2,500	1.1	2.3	3.1	4.1	4.7	5.1
5,000	0.8	1.6	2.2	2.9	3.3	3.6
7,500	0.6	1.3	1.8	2.4	2.7	2.9
10,000	0.5	1.1	1.5	2.0	2.3	2.6
15,000	0.4	0.9	1.3	1.7	1.9	2.1
20,000	0.4	0.8	1.1	1.4	1.7	1.9
25,000	0.3	0.7	0.9	1.3	1.5	1.6
50,000	0.2	0.5	0.7	0.9	1.1	1.2

two standard errors). These points are 46,060 (0.47 x 98,000) and 51,940 (0.53 x 98,000). From table 6 determine the incomes that correspond to these points. They are $43.5-$45.9 at the 95-percent level of confidence.

It is possible to investigate whether an observed difference between two estimated medians can be attributed to sampling error alone by obtaining the upper 68-percent confidence limit, U'_1, of the smaller observed median, M'_1, and the lower 68-percent confidence limit, L'_2, of the larger median, M'_2. These limits may be found by using the method outlined above, but by using one standard error instead of two. The square root of the sum of the squared differences between M'_1 and U' and M'_2 and L'_2 is the standard error of the difference between M'_1 and M'_2; that is

$$S(M'_1 - M'_2) = \sqrt{(M'_1 - U'_1)^2 + (M'_2 - L'_2)^2}$$

For the purposes of this report any difference between M'_1 and M'_2 greater than $2(S_{M'1 - M'2})$ is considered statistically significant.

Standard error of a difference between two estimates.—The standard error of a difference is approximately the square root of the sum of the squares of each standard error considered separately. This formula will represent the actual standard error quite accurately for the difference between separate and uncorrelated characteristics although it is only a rough approximation in most other cases.

APPENDIX II

A. DEFINITIONS OF CERTAIN TERMS USED IN THIS REPORT

Terms Relating to Staff

Employee:

An employee is defined as any paid worker, proprietor, or member of a religious order who usually worked 15 hours or more per week in the establishment.

Full time or part time:

Persons who usually worked 35 hours or more per week are designated "full time" in this report. Persons who usually worked 15-34 hours per week are designated "part time."

Length of current employment:

The time interval between the date the survey was conducted in an establishment and the date an employee first came to work in the establishment is considered the length of current employment.

Work experience:

For this report work experience is employment in the type of position currently held and any previous employment in the same type of position in other nursing homes or related facilities or in hospitals.

Wages or salary:

Wages or salary is defined as the employee's usual gross wages or salary for a specified pay period before any deductions have been made for income tax, bonds, health insurance, social security, and other deductions.

Job category:

For purposes of analysis and tabular presentation the job categories designated in the survey were condensed into five major groups as follows:

1. *Registered nurses:* includes registered professional nurses and graduate nurses.
2. *Licensed practical nurses:* includes licensed practical nurses and licensed vocational nurses.
3. *Nurse's aides:* includes practical nurses, nurse's aides, student nurses, other supporting nursing staff, and orderlies unless noted otherwise.
4. *Other professional staff:* includes physicians, dentists, occupational therapists, physical therapists, dietitians, social workers, other professional staff not included in the above positions, and administrators unless noted otherwise.
5. *Other nonprofessional staff:* includes clerical, bookkeeping, or other office staff, food service personnel, and housekeeping personnel.

Terms Relating to Homes or Residents

Bed:

A bed is defined as one set up and regularly maintained for patients or residents. Beds maintained for staff and beds used exclusively for emergency services are excluded.

Resident:

A resident is defined for the purpose of RPS-2 as a person who has been formally admitted to but not discharged from an establishment. All such persons were included in the survey even though they were not physically present at the time.

Nursing care:

Nursing care is defined for the purpose of this survey as the provision of one or more of the following:

Taking of temperature-pulse-respiration or blood pressure
Full bed bath
Application of dressings or bandages
Catheterization
Intravenous injection
Intramuscular injection
Nasal feeding
Irrigation
Bowel and bladder retraining
Hypodermic injection
Oxygen therapy
Enema

Proprietary home:

A home operated under private commercial ownership.

Nonprofit home:

A home operated under voluntary or nonprofit auspices, including both church-related and non-church-related institutions.

Government (operated) home:

A home operated under Federal, State, or local Government auspices.

B. CLASSIFICATION OF HOMES BY TYPE OF SERVICE

For purposes of stratification of the universe prior to selection of the sample, the homes on the MFI were classified as nursing care, personal-care-with-nursing, personal care, or domiciliary care homes. The latter two classes were combined to produce the three types of service classes shown in table I, Appendix I. Details of the classification procedure in the MFI have been published.[6]

Due to the 2-year interval between the MFI survey and the RPS-2 survey, it was felt that, for producing statistics by type of service from the RPS-2 survey, the homes should be reclassified on the basis of the current data collected in the survey. This classification procedure is essentially the same as the MFI scheme. The three types of service classes delineated for RPS-2 are defined as follows:

1. A *nursing care home* is defined as one in which 50 percent or more of the residents received nursing care (see definition, Appendix II-A) during the week prior to the survey in the home, with an RN or LPN employed 15 hours or more per week. In this report, geriatric hospitals are included with the nursing care homes.
2. A *personal-care-with-nursing home* is defined as one in which either (a) over 50 percent of the residents received nursing care during the week prior to the survey, but there were no RN's or LPN's on the staff; or (b) some, but less than 50 percent, of the residents received nursing care during the week prior to the survey regardless of the presence of RN's or LPN's on the staff.
3. A *personal care home* is defined as one in which residents routinely received personal care, but no residents received nursing care during the week prior to the survey.

APPENDIX III

FORMS AND QUESTIONNAIRES

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
WASHINGTON, D.C. 20233

Dear Administrator:

The Bureau of the Census, acting as the collecting agent for the United States Public Health Service, is conducting a nationwide survey of nursing homes, homes for the aged, and other establishments providing nursing, personal, and domiciliary care to the aged and infirm. The purpose of this survey is to collect much needed statistical information on the health of residents and on the types of employees in these homes. This survey is part of the National Health Survey program authorized by Congress because of the urgent need for up-to-date statistics on the health of our people.

The purpose of this letter is to request your cooperation and to inform you that a representative of the Bureau of the Census will visit your establishment within the next week or so, to conduct the survey. Prior to his visit, the Census representative will call you to arrange for a convenient appointment time.

All the information given to the Census representative will be kept strictly confidential by the Public Health Service and the Bureau of the Census, and will be used for statistical purposes only.

Your cooperation in this important survey will be very much appreciated.

Sincerely yours,

Richard M. Scammon
Director
Bureau of the Census

OFFICE OF
THE DIRECTOR

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

Dear

About a week ago the Bureau of the Census conducted a survey in the establishment in which you are employed to obtain information on the work experience and education of certain professional and semi-professional employees of the home. At that time we left a questionnaire for you to complete and return to us. According to our records, the questionnaire has not been received.

Another copy of the questionnaire is enclosed for your use if the other copy has been lost or misplaced. Please complete the questionnaire and mail it to the Bureau of the Census within 5 days. For your convenience, a self-addressed envelope which requires no postage is enclosed.

If you have already returned the original questionnaire, please disregard this reminder.

Thank you for your cooperation.

Sincerely yours,

Richard M. Scammon
Director
Bureau of the Census

Enclosures

Please send completed
form to:

FORM HRS-3g (4-2-64)

USCOMM-DC 24447 P-64

Budget Bureau No. 68-R620.R2; Approval Expires December 31, 1964

CONFIDENTIAL – This information is collected for the U.S. Public Health Service under authority of Public Law 652 of the 84th Congress (70 Stat. 489; 42 U.S.C. 305). All information which would permit identification of the individual will be held strictly confidential, will be used only by persons engaged in and for the purposes of the survey, and will not be disclosed or released to others for any other purposes (22 FR 1687).

FORM HRS-3a
(4-1-64)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE

U.S. NATIONAL HEALTH SURVEY
ESTABLISHMENT QUESTIONNAIRE

(Verify name and address and make any necessary corrections)

	Number
10a. How many persons work in this establishment? (Include owners who work in the establishment as well as all paid employees and members of religious orders)	
b. How many of these – (q. 10a) – persons usually work LESS than 15 hours a week in this establishment?	

(Subtract the answer to question 10b from the answer to question 10a and insert the difference in item 10c below)

c. Now I need to list the names of the _____ employees who usually work 15 hours or more per week in this establishment.

Name of respondent(s)	Telephone number and ext.
Title or position	Date completed
Census Interviewer's name	Code
Comments	

FORM HRS-3b (4-1-64)

STAFF INFORMATION AND CONTROL RECORD

U.S. DEPARTMENT OF COMMERCE BUREAU OF THE CENSUS

Establishment number

(Ask only for sample employees)

Line number	Employees who work 15 or more hours a week in this establishment (Enter Mr., Mrs., Miss, or Dr., first initial and last name) (a)	What is his job here? (Enter number from Card B) "Professional" (Numbers 1–10) SW____ TE____ (Circle sample persons) (b)	"Semi-professional" (Number 11) SW____ TE____ (Circle sample persons) (c)	"Non-professional" (Numbers 12–15) SW____ TE____ (Circle sample persons) (d)	Sex (Enter M for male and F for female) (e)	How many hours does he USUALLY work per week in this establishment? (g)	How often is he paid? (Enter code) 1 – Weekly 2 – Every 2 weeks 3 – Monthly 4 – Annually 5 – Other (Specify period) (g)	What are his cash wages or salary per pay period before any deductions have been made for income tax, insurance etc.? (h)	In addition to his cash wages or salary per pay period, does he routinely get either room or board? If "Yes," ask: What does he get? (Enter code) 1 – Room and board 2 – Room only 3 – Board only 4 – None of these (i)	When did he (last) start working in this establishment? (Enter month and year) (j)	INTERVIEWER Fill buff Staff Questionnaire form (Form HRS-3d) for each sample employee in columns (b) and (c) only (Check one box for each sample employee eligible for staff form) (k)
1										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.
2										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.
3										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.
4										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.
5										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.
6										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.
7										Month / Year	☐ Completed at time of visit ☐ Form left to be mailed in Date received in R. O.

Budget Bureau No. 68-R620.R2; Approval Expires December 31, 1964

FORM HRS-3d
(3-31-64)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE

U.S. NATIONAL HEALTH SURVEY

STAFF QUESTIONNAIRE

CONFIDENTIAL – This information is collected for the U.S. Public Health Service under authority of Public Law 652 of the 84th Congress (70 Stat. 489; 42 U.S.C. 305). All information which would permit identification of the individual will be held strictly confidential, will be used only by persons engaged in and for the purposes of the survey, and will not be disclosed or released to others for any other purposes (22 FR 1687).

a. Establishment number

b. Line number

c. Name of person who should fill this form

The U.S.. National Health Survey of the Public Health Service is conducting a nationwide survey in nursing homes, homes for the aged, and other related types of establishments. The purpose of the survey is to obtain certain information about the staff employed in these establishments as well as about the health of patients or residents in the establishments.

Please answer the questions on this questionnaire. When you have completed it, mail it to the Bureau of the Census in the postage-free, self-addressed envelope provided.

Since it takes only a few minutes to complete the questionnaire, we would very much appreciate it if you will complete and mail the form **within the next 5 days.**

Your answers will be given confidential treatment by the U.S. National Health Survey and the Bureau of the Census. The information will be used for statistical purposes only, and will be presented in such a manner that no individual person or establishment can be identified.

Thank you for your cooperation.

	Age
1. How old were you on your last birthday?	

	Number of –
2. How many years have you worked as a _____ **– –**	
a – – in this establishment?	Years and months
b – – in other nursing homes, homes for the aged, or related facilities?	Years and months
c – – in hospitals?	Years and months

(If your present job is in a hospital, do not include the experience shown in question 2a.)

NOTE TO NURSES: Do not include special duty or private duty nursing.

3. What is the highest grade you COMPLETED in school?

(Circle the highest grade completed)

1 Elementary school . . . 1 2 3 4 5 6 7 8
(Grade school)

2 High school. 1 2 3 4

3 College . . . . . 1 2 3 4 5+

4. Which, if any, of the following degrees, diplomas, or licenses do you have?

(Check all boxes that apply)

1 ☐ Registered professional nurse (R.N.)

2 ☐ Licensed practical nurse (L.P.N.)

3 ☐ Degree in home economics

4 ☐ Member – American Dietetic Association

5 ☐ Registered occupational therapist

6 ☐ Registered physical therapist

7 ☐ Doctor of Dental Surgery or Dental Medicine (D.D.S. or D.M.D.)

8 ☐ Physician (M.D. or D.O.)

9 ☐ Master of Social Welfare (M.S.W.)

10 ☐ Other *(Please specify)*

_____

_____

OR

11 ☐ None of the above

Continue on reverse side

USCOMM-DC 24810-P64

5. Have you taken any of the courses listed below?

☐ Yes ☐ No

For each course that you have taken, please indicate by checking the appropriate column, whether the course was "accredited under college or university sponsorship" or whether it was a "short course, institute, or workshop."

Line No.	Types of courses (a)	Accredited course under college or university sponsorship (b)	Short course, institute or workshop (c)
1	Nursing home administration		
2	Nursing care of the aged or chronically ill		
3	Medical or dental care of the aged or chronically ill		
4	Mental or social problems of the aged or chronically ill		
5	Physical therapy or rehabilitation		
6	Occupational therapy		
7	Nutrition or food services		

Comments

FORM HRS-3d (3-31-64) USCOMM-DC 24510-P64

Card B

LIST OF SELECTED JOB CATEGORIES

WHICH OF THE FOLLOWING JOB CATEGORIES BEST FITS THE JOB WHICH THIS EMPLOYEE DOES IN THIS ESTABLISHMENT?

1. Administrator
2. Physician (M.D. or D.O.)
3. Dentist
4. Occupational Therapist
5. Physical Therapist
6. Dietitian or Nutritionist
7. Social Worker
8. Registered Professional Nurse
9. Graduate Nurse, but not registered
10. Licensed Practical Nurse
11. Other nursing personnel (include, (a) practical nurse, (b) nurse's aide, (c) student nurse, and (d) other supporting nursing staff)
12. Orderly
13. Clerical, bookkeeping, or other office staff
14. Food service personnel (cook, kitchen help, etc.)
15. Housekeeping personnel (maid, maintenance man, etc.)
16. Job other than those listed above *(Please describe employee's duties)*

RESIDENT PLACES SURVEY – 2

U. S GOVERNMENT PRINTING OFFICE : 1967 O - 240-480

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